On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: GSAAAdvantage.gov

Schedule Title: Multiple Award Schedule
Federal Supply Group: Professional Services

Contract Number: 47QRAA21D000W
Contract Period: November 20, 2020 - November 19, 2025

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

Contractor: Hive Group, LLC
23003 Homestead Landing Ct.
Ashburn, VA 20148-1772

Business Size: Small Business

Telephone: 703-328-8882
Web Site: www.hive-grp.com
E-mail: ksober@hive-llc.com
Contract Administration: Kathleen M Sober

Pricelist current through Modification #PO-0002, effective 11-23-2020.
CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>541611RC</td>
<td>Management and Financial Consulting, Acquisition and Grant Management Support, and Business Program and Project Management Support</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See below.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. See below.

2. Maximum Order: For SIN 541611 - $1,000,000.00
   For SIN OLM - $250,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic and Overseas (Worldwide)

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None.

8. Prompt payment terms: Net 30. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign items (list items by country of origin): None

10a. Time of Delivery (Contractor insert number of days): Specified on the Task Order
10b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

10c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

10d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor

11. F.O.B Points(s): Destination

12a. Ordering Address(es): Same as Contractor

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address(es): Same as company address

14. Warranty provision.: Contractor’s standard commercial warranty.

15. Export Packing Charges (if applicable): N/A

16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). N/A

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/. N/A
23. **Data Universal Numbering System (DUNS) number:** 081264226

24. **Notification regarding registration in System for Award Management (SAM) database:**
   Registered
# GSA Labor Rates (SIN 541611) w/ IFF

<table>
<thead>
<tr>
<th>Labor Category Title</th>
<th>Domestic; Overseas; or Worldwide</th>
<th>Unit of Issue</th>
<th>Year 1 11/20/2020 – 11/19/2021</th>
<th>Year 2 11/20/2021 – 11/19/2022</th>
<th>Year 3 11/20/2022 – 11/19/2023</th>
<th>Year 4 11/20/2023 – 11/19/2024</th>
<th>Year 5 11/20/2024 – 11/19/2025</th>
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<tbody>
<tr>
<td>Acq Manager II</td>
<td>Worldwide</td>
<td>Hour</td>
<td>$79.36</td>
<td>$81.11</td>
<td>$82.89</td>
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<td>$99.89</td>
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<tr>
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<td>Technical SME I</td>
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</tbody>
</table>
Labor Category Descriptions

**Acq Manager II**

**Functional Responsibility**: Functions in a junior acquisition management capacity. Under guidance, provides advice and assistance to functional area technical experts on acquisition related matters. Assists with the development of writing performance criteria and requirements into sound/sufficient Statement of Work and or task/orders. May perform or evaluate market research and trends, conditions, and technological advances as they apply to the program. May also assist with the development of source selection evaluation criteria. Coordinates and works with the technical experts and the contracting office to ensure project milestones are reflected in the contractual documents and project plan. May assist in the development of independent Government Cost Estimates. May also be responsible for assisting with the planning, preparing, and maintaining of the current acquisition plans and overall program office acquisition administration functions to include program control and tracking.

**Minimum Experience**: 2 years  
**Minimum Education**: Bachelor’s

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**Acq Manager III**

**Functional Responsibility**: Functions in a mid-level acquisition management capacity. Under minimal guidance, provides advice and assistance to functional area technical experts on acquisition related matters based on a working knowledge of regulation policy. Responsible for the planning, preparing, and maintaining of the current acquisition plans and overall program office acquisition administration functions to include program control and tracking. Responsible for assisting with the development of writing performance criteria and requirements into sound/sufficient Statement of Work and or task/orders. May perform or evaluate market research and trends, conditions, and technological advances as they apply to the program. May also assist with the development of source selection evaluation criteria. Coordinates and works with the technical experts and the contracting office to ensure project milestones are reflected in the contractual documents and project plan. May assist in the development of independent Government Cost Estimates.

**Minimum Experience**: 4 years  
**Minimum Education**: Bachelor’s

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**Acq Manager IV**

**Functional Responsibility**: Functions in a mid to senior-level acquisition management capacity. Provides advice and assistance to functional area technical experts on acquisition related matters based on a working knowledge of regulation policy. Responsible for the planning, preparing, and maintaining of the current acquisition plans and overall program office acquisition administration functions to include program control and tracking. Responsible for assisting with the development of writing performance criteria and requirements into sound/sufficient Statement of Work and or task/orders. May perform or evaluate market research and trends, conditions, and technological advances as they apply to the program. May also assist with the development of source selection evaluation criteria. Coordinates and works with the technical experts and the contracting office to ensure project milestones are reflected in the contractual documents and project plan. May assist in the development of independent Government Cost Estimates. Possess working knowledge of the acquisition planning stages as well as technical or subject matter expertise depending on the acquisition type and nature of the program.
Minimum Experience: 6 years  
Minimum Education: Bachelor’s

**Acq Manager V**

**Functional Responsibility:** Functions in a senior-level acquisition management capacity. Provides expert advice and assistance to functional area technical experts on acquisition related matters based on a working knowledge of regulation policy. Responsible for the planning, preparing, and maintaining of the current acquisition plans and overall program office acquisition administration functions to include program control and tracking. Responsible for assisting with the development of writing performance criteria and requirements into sound/sufficient Statement of Work and or task/orders. May perform or evaluate market research and trends, conditions, and technological advances as they apply to the program. May also assist with the development of source selection evaluation criteria. Coordinates and works with the technical experts and the contracting office to ensure project milestones are reflected in the contractual documents and project plan. May assist in the development of independent Government Cost Estimates. Possess working knowledge of the acquisition planning stages as well as technical or subject matter expertise depending on the acquisition type and nature of the program.

Minimum Experience: 8 years  
Minimum Education: Bachelor’s

**Analyst I**

**Functional Responsibility:** Responsible for providing analytical, administrative and/or program management support. Functions may include data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team’s objectives. Works closely with senior Analysts or Team Leads.

Minimum Experience: 1 year  
Minimum Education: Associate’s

**Analyst II**

**Functional Responsibility:** Responsible for providing analytical, administrative and/or program management support. Functions may include data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team’s objectives. Works independently to contribute to deliverables and perform activities. Contributes ideas to support project requirements, contributes to activities to meet project schedule and milestones. Contribute content and organize deliverables and work products with some autonomy.

Minimum Experience: 2 years  
Minimum Education: Bachelor’s

**Analyst III**

**Functional Responsibility:** Possesses demonstrated knowledge and experience applying analytic methodologies and principles to address project requirements. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project
team’s objectives. Works closely with Task Leads or Project Manager. May direct the activities of junior staff as necessary.

**Minimum Experience:** 4 years  
**Minimum Education:** Bachelor’s

**Analyst IV**

**Functional Responsibility:** Possesses extensive knowledge and experience developing and applying analytic methodologies and principles. Leads the application of analytic techniques and helps define project objectives and strategic direction. Responsible for providing task leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. May direct the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Demonstrated managerial and supervisory skills.

**Minimum Experience:** 6 years  
**Minimum Education:** Bachelor’s

**Consultant I**

**Functional Responsibility:** Assists in the planning and management of single or multiple projects. Contributes to success of the project/projects and ensures goals and standards are successfully implemented. Serves as the liaison to senior level consultants, government, and outside representatives. Works independently to contribute to deliverables and perform project activities; may lead moderately complex efforts. Contributes ideas to address mission requirements, contributes to project management plans, and works to adhere to project schedules. Takes a lead role in producing project deliverables. This position facilitates and coordinates tasking at the team level through communication to leadership and more junior level personnel and while engaging in the creation of deliverables or work products.

**Minimum Experience:** 4 years  
**Minimum Education:** Bachelor’s

**Consultant II**

**Functional Responsibility:** Directs the planning and management of single or multiple projects and responsible for success of the project/projects and ensures goals and standards are successfully implemented. Responsible for ensuring the on-time completion of task deliverables and activities. Considered a mid-level leadership role that will contribute to the overall project management through supervision of staff in the execution of project objectives and tasking. May lead daily operational activities such as facilitation, problem solving, developing project and operational plans, communications, and recommending/developing processes and procedures. Will work directly with client personnel and other Government counterparts on mission needs.

**Minimum Experience:** 8 years  
**Minimum Education:** Bachelor’s

**Consultant III**

**Functional Responsibility:** Provides advice to agency staff in a wide variety of organizational activities and/or major programs. Brings subject matter expertise along with industry trends and best practices
and develops strategic solutions and tactical plans to meet agency's needs. Capable of planning, directing, and implementing initiatives. Duties may include advising on organizational matters, recommending alternatives and best practices, reviewing organizational effectiveness, and recommending improvements, and developing communication strategies for both internal and external audiences. Generally, has served in senior roles in industry and/or government and experienced in communicating with senior executive-level management and leadership.

Minimum Experience: 10 years
Minimum Education: Bachelor's

Consultant IV

Functional Responsibility: Provides expert advice to agency leadership in a wide variety of department level activities and/or major programs. Brings industry trends and best practices and develops strategic solutions and tactical plans to meet agency's needs. Duties may include advising on legislative and organizational matters, recommending alternatives and best practices, reviewing organizational effectiveness, and recommending improvements, and developing communication strategies for both internal and external audiences. Generally, has served in major roles at high levels of industry and/or government and experienced in senior executive-level management and leadership.

Minimum Experience: 15 years
Minimum Education: Bachelor's

Program Manager

Functional Responsibility: Manages contract support operations for professional services programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contract with client regarding all program activities.

Minimum Experience: 10 years
Minimum Education: Bachelor's

SME I

Functional Responsibility: Possesses knowledge in designated field or discipline. Supports assessments of organization's challenges using specializes skills and knowledge. Responsibilities may include design, review, implementation, and analysis of discrete elements of a program. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy, or standard methodologies.

Minimum Experience: 2 years
Minimum Education: Bachelor's

SME II

Functional Responsibility: Possesses demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization's challenges through the
application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline and contributes to the implementation of strategy.

**Minimum Experience:** 4 years  
**Minimum Education:** Bachelor’s

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**SME III**

**Functional Responsibility:** Possesses extensive demonstrated knowledge in designated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. Recommends solutions to resolve complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Capable of planning, directing, and implementing initiatives. Provides advisory assistance in the planning, troubleshooting, integration, research, design, development, testing, modeling, and training on complex work requirements. Serves as a mid-level engineering and scientific professional subject matter expert.

**Minimum Experience:** 6 years  
**Minimum Education:** Bachelor’s

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**Technical SME I**

**Functional Responsibility:** Possesses knowledge in a particular technical discipline or specialty area and may be professionally accredited in the area of expertise. Applies knowledge of specific technologies, processes, and management techniques to execution of project or task activities. Experience using standard technology tools and/or systems. May also provide expertise in evaluating technologies to include analysis of alternatives, readiness level, or technical writing. Contributes to the execution of project or task activities and helps assess the impact of industry trends, policy, or standard methodologies.

**Minimum Experience:** 7 years  
**Minimum Education:** Bachelor’s

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**Technical SME II**

**Functional Responsibility:** Possesses demonstrated knowledge in a particular technical discipline or specialty area and may be professionally accredited in the area of expertise. Applies knowledge of specific technologies, processes, and management techniques to achieve projects and/or task objectives. Experience using standard technology tools and/or systems is required. May also provide expertise in evaluating technologies to include analysis of alternatives, readiness level, or technical writing. Participates in the development of solutions by leveraging knowledge of the designated field or discipline and contributes to the implementation of strategy.

**Minimum Experience:** 9 years  
**Minimum Education:** Bachelor’s

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**Technical SME III**

**Functional Responsibility:** Possesses extensive demonstrated knowledge and has managed large technical and/or acquisition projects. Is trained in a particular technical discipline or specialty area and
may be professionally accredited in the area of expertise. Knowledge of specific technologies, processes, and management techniques managing technologies operations. Experience using standard technology tools and/or systems is required. May also provide expertise in evaluating technologies to include analysis of alternatives, readiness level, or technical writing. Recognized leader and experienced in communicating with senior executive-level management and leadership.

Minimum Experience: 12 years
Minimum Education: Bachelor’s

**Technical SME IV**

**Functional Responsibility:** Possesses extensive expertise in technical field and has managed large complex projects. May operate as Program Manager, responsible for overall performance of an engagement. Provides technical leadership, historical perspective, and guidance to policy development, authors final reports, makes presentations to high level managers/stakeholders, and contributes expertise to other program elements. In addition to the traditional duties (ensuring conformity to contractual obligations, establishing, and maintaining technical and financial reports to show progress to projects, and performing day-to-day management of overall contract support operations. Recognized as pre-eminent subject matter expert in his/her field.

Minimum Experience: 17 years
Minimum Education: Bachelor’s

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<thead>
<tr>
<th>Experience &amp; Degree Substitution Equivalencies</th>
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<tbody>
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</tr>
<tr>
<td>Acq Manager II</td>
</tr>
<tr>
<td>Acq Manager III</td>
</tr>
<tr>
<td>Acq Manager IV</td>
</tr>
<tr>
<td>Acq Manager V</td>
</tr>
<tr>
<td>Analyst I</td>
</tr>
<tr>
<td>Analyst II</td>
</tr>
<tr>
<td>Analyst III</td>
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<td>Analyst IV</td>
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<td>Consultant I</td>
</tr>
<tr>
<td>Consultant II</td>
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<tr>
<td>Consultant III</td>
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<td>Consultant IV</td>
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<td>Program Manager</td>
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<td>SME I</td>
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<td>SME II</td>
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<td>SME III</td>
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Table: Technical professionals with bachelor's degrees

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<tr>
<td>Technical SME IV</td>
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</table>

Hive Group, LLC has reviewed clause 52.222-41 The Service Contract Labor Standards (SCLS) (formerly known as the Service Contract Act (SCA)) and understands that the SCLS is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to the SCLS due to exemptions for professional employees this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, we will inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupation code, SCLS labor category titles and the applicable wage determination number.